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From:

Sent: Wednesday December 14, 2011 5:18 PM

To:

Cc:

Subject: RE: Constituent Question

Section 4980B concerns an individual's ability to continue coverage at their own expense after they have lost eligibility for group coverage due to one of the listed events. The concept you are probably thinking of is special enrollment rights under section 9801(f), which allow an employee to enroll themselves and family members upon loss of other coverage or marriage, birth, adoption, or placement for adoption. You may also be thinking of cafeteria plan rules under § 1.125-4 (which I am less familiar with), which allow changes in election under a section 125 cafeteria plan with certain changes in family status or in the cost of coverage.